



What We All Need to Understand About Mental Health



PRESENTED BY:

Objectives

- To understand common mental health concerns
- To understand the effects of mental health issues in the workplace
- To learn how to assist and respond
- Provide resources for managers and employees





Contributing Factors

- Physical make-up
- Physical Health
- Personal Experience
- Family History

The Impact

- Perceptions
- Thoughts
- Actions
- Mood



What Do We Think About People Who Are Mentally Ill?

- These are violent people.
- These people are “weird” or “crazy.”
- People with these problems can’t work “normal” or “good” jobs.
- People have these problems because they are lazy or weak.

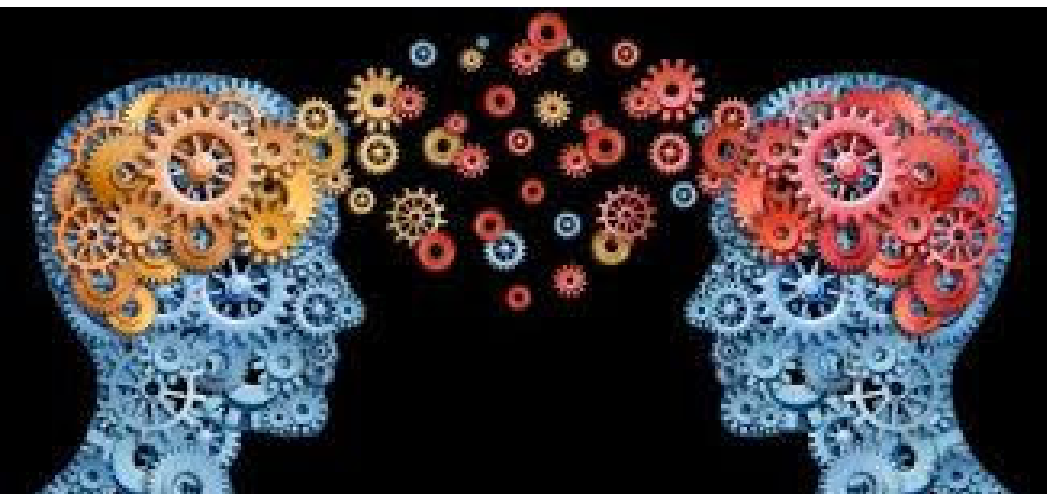


Stigmas



Emotional Problems Affect Everyone

- It is best to view mental health problems on a continuum.
- Mental health issues affect the individual and their environment (e.g. work and family).
- People generally respond in ways that relieve the most distress.



Mental Illness Looks Like...

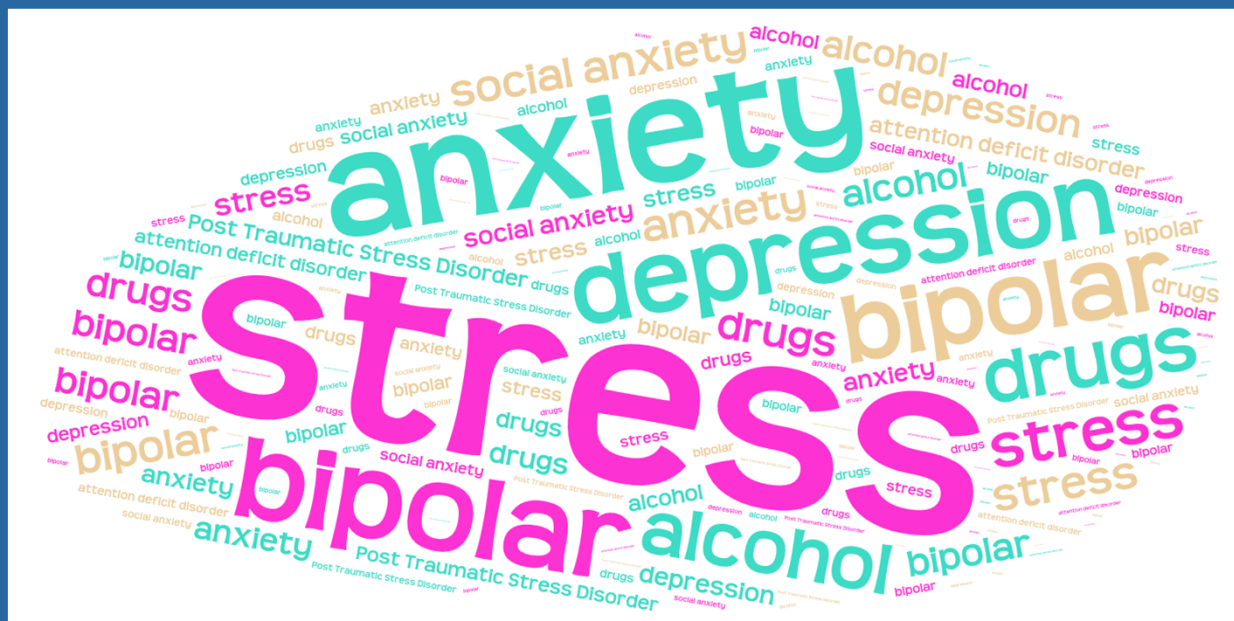
- 18.5% of all adults experience mental illness.
- 13% of the adult population has an anxiety disorder
- 2.6 % of the adult population has bipolar disorder
- 6.7% of all adults have experienced one major depressive episodes in the past year.



Mental Health Issues In The Workplace

- Corporate executives believe mental health issues have a high indirect cost.
- Depression costs companies \$52 billion and 400 million lost workdays each year.
- Mental illness and substance abuse cost employers \$80 to \$100 billion each year.

Common Mental Health Problems



Observable Signs Of Mental Health Issues

Change in Normal Functioning

Decrease in productivity	Chronic lateness
Excessive leave	Change in hygiene, appearing disheveled
Lack of motivation, missing deadlines	Arguing more, more irritable, less receptive to feedback
Difficulty when typical demands are placed	Withdrawing from others
Impaired judgement	Forgetting directive procedures or requests
Mood changes	

Why Managers May Avoid Addressing These Behaviors

- Not wanting to jeopardize the employee's career
- Feeling it is a "personal issue"
- Having a personal relationship with the employee
- Fear of retaliation
- Not wanting to be the "bad person"
- Managers not wanting to work through the "red tape"
- Fear of employee's response to the conversation



Effects of Avoiding

- Negative attitudes which can affect unit cohesion and productivity
- Managers giving more work to other employees
- Poor workplace morale
- Anger and resentment
- Workplace distractions





Employees Who Are Visibly Upset

- Speak calmly, slowly and & confidently.
- Listen, engage & be supportive.
- Be prepared for a variety of reactions.
- Attempt to find a quiet, private location for employee.
- Ask other employees to give their co-worker privacy.
- Remind the employee that he or she is safe.

Employees Under The Influence Of A Substance

- Know your policies and procedures.
- Determine need for medical assistance.
 - Contact 911 as necessary.
- If not a medical emergency, assist in finding transportation home.
- Be cognizant of employee's ability to perform job duties.
- Document behaviors in specific and objective terms.
- If someone else brings reports to your attention, ask him/ her to document as well.

Employees Threatening Suicide

- Take all statements about suicide seriously.
- Notify a supervisor or HR
- Speak calmly, listen and engage.
- Notice if the statements are direct or passive.
- Questions to ask:
 - Do you have a plan?
 - What stops you?
 - Do you have a means to execute your plan?
- If a concern remains about the employee's safety:
 - Contact 911 when necessary.
- Trust your instincts.

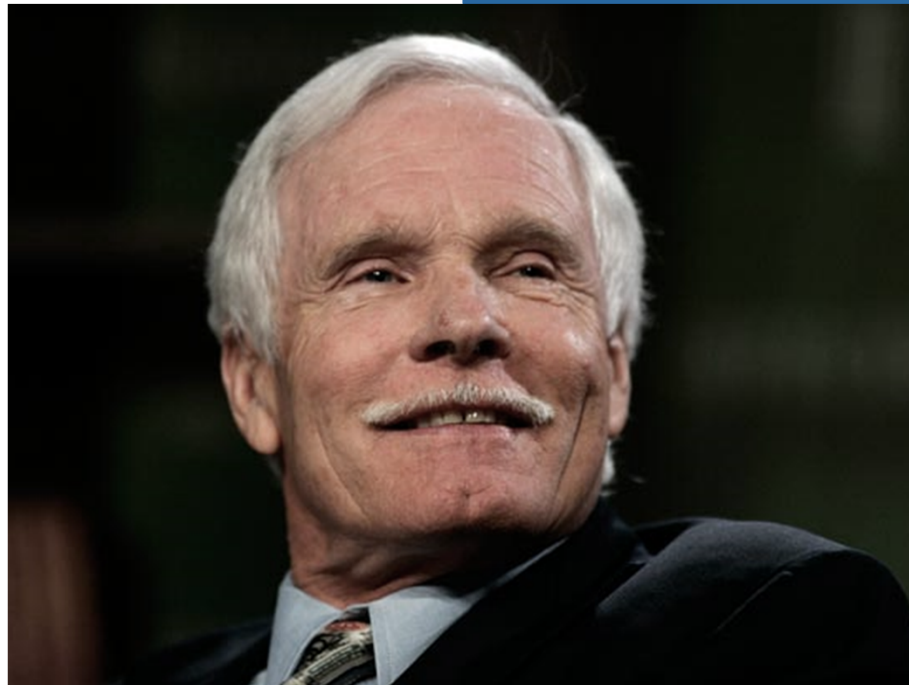




Mental Health Issues

- Elton John
- Sheryl Crow
- Jim Carey
- Harrison Ford
- Scott Aldrin
- John Daly
- Carrie Fisher
- Mel Gibson

Ted Turner



Additional Resources

- [National Alliance on Mental Illness \(NAMI\)](#)
- [National Institute of Mental Health \(NIMH\)](#)
- [MentalHealth.gov](#)
- [Harvard Health Publications](#)
- [Job Accommodation Network](#)
- [Mental Health America](#)
- National Suicide Prevention Lifeline | 800-273-TALK (8255)

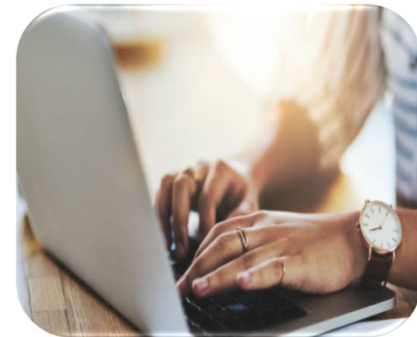
How To Contact CG SUPRT



(855) 247-8778
(855) CG SUPRT
Work-Life EAPC – (202) 475-5100



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Training Evaluation

- **Event ID:**
- **Training Title:** What We All Need to Understand About Mental Health
- **Trainer:**

